INX HR Dashboard

Headcount

1200

Attrition Rate
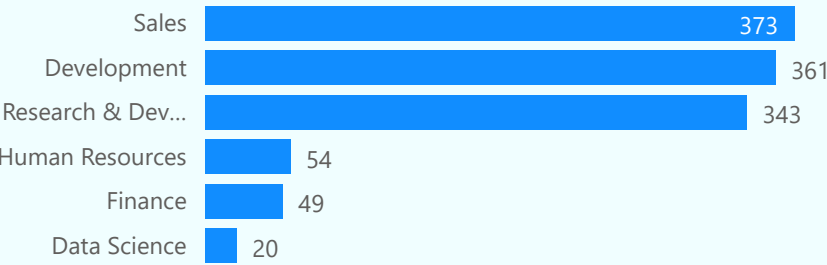
15%

Active Employees

1022

Average Age

36.92

Average Hourly Rate

$65.98

Employee Count by Department & Job Role

Department	Count
Sales	373
Development	361
Research & Dev…	343
Human Resources	54
Finance	49
Data Science	20

Age Distribution

- Millenials: 753
- Gen X: 304
- Gen Z
- Boomers

Average Work Experience

Overall	At this company
11.33	7.08

Education Background

- Life Sciences: 492
- Medical: 384
- Marketing: 137
- Technica…: 100
- Other: 66
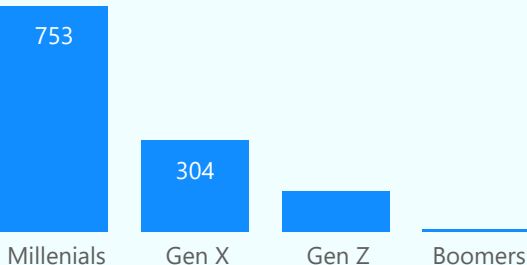
Gender Distribution

- ● Male ● Female
- 475 (39.58%)
- 725 (60.42%)

Headcount by Distance

- ● Nearby ● Distant ● Very distant
- 189 (15.75%)
- 239 (19.92%)
- 772 (64.33%)

Average Satisfaction Scores

- ● Job ● Environment ● Relationship ● Job Involve…
- 2.50
- 2.72
- 2.50
- 2.73

Average Hourly Rate by Job Role

Role	Avg. Hourly Rate
Research Director	$69
Manager	$69
Laboratory Technician	$69
Technical Lead	$69
Manager R&D	$68
Manufacturing Director	$68
Finance Manager	$67
Developer	$67
Research Scientist	$65
Healthcare Representative	$65
Sales Representative	$65
Human Resources	$65
Sales Executive	$65
Senior Developer	$65
Business Analyst	$63
Data Scientist	$62
Senior Manager R&D	$62
Delivery Manager	$58
Technical Architect	$51

Attrition Analysis by Employee Attributes

Count of Attrition and Attrition % by Gender

- Male
- Female

475 (39.58%)

725 (60.4...)
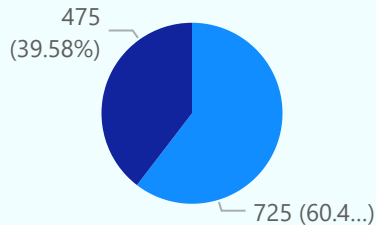
Attrition by Education Level

Education	Headcount	Attrition Rate	Contribution to Overall Attrition	Av
1 - Below College	148	19%		15.73%
2 - College	239	15%		20.22%
3 - Bachelor	449	15%		38.20%
4 - Master	322	13%		23.03%
5 - Doctor	42	12%		2.81%
Total	**1200**	**15%**		**100.00%**

Attrition Rate by Age Group

Gen Z — 35%

Millenials — 14%

Gen X — 10%
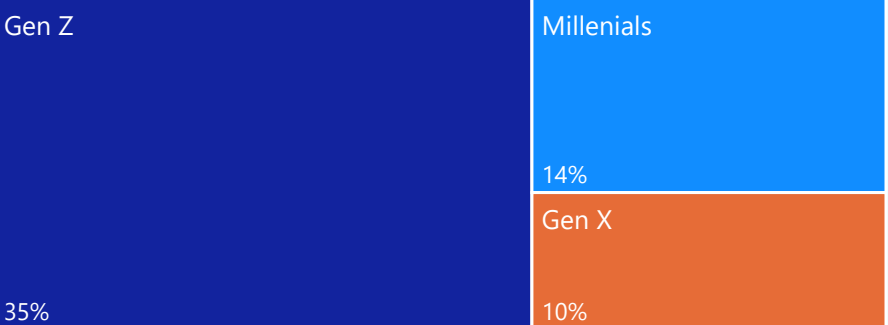
Attrition Rate by Education Background and Gender

Female

- Human Resources: 43%
- Life Sciences: 15%
- Marketing: 20%
- Medical: 7%
- Other: 4%
- Technical Degree: 20%

Male

- Human Resources: 14%
- Life Sciences: 12%
- Marketing: 23%
- Medical: 15%
- Other: 16%
- Technical Degree: 26%
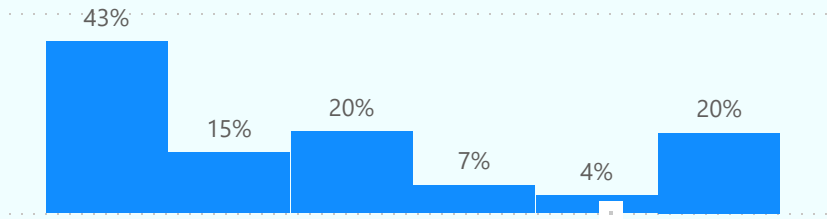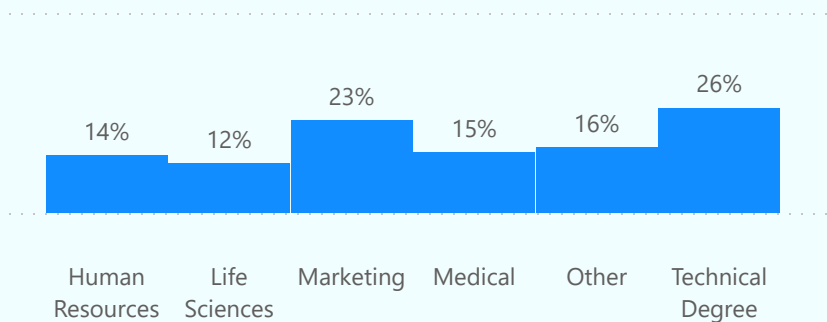
Turnover Count and Attrition Rate by Marital Status

- Attrition Count
- Attrition Rate within Category

Marital Status	Attrition Count	Attrition Rate
Single	94	24%
Married	58	11%
Divorced	26	10%
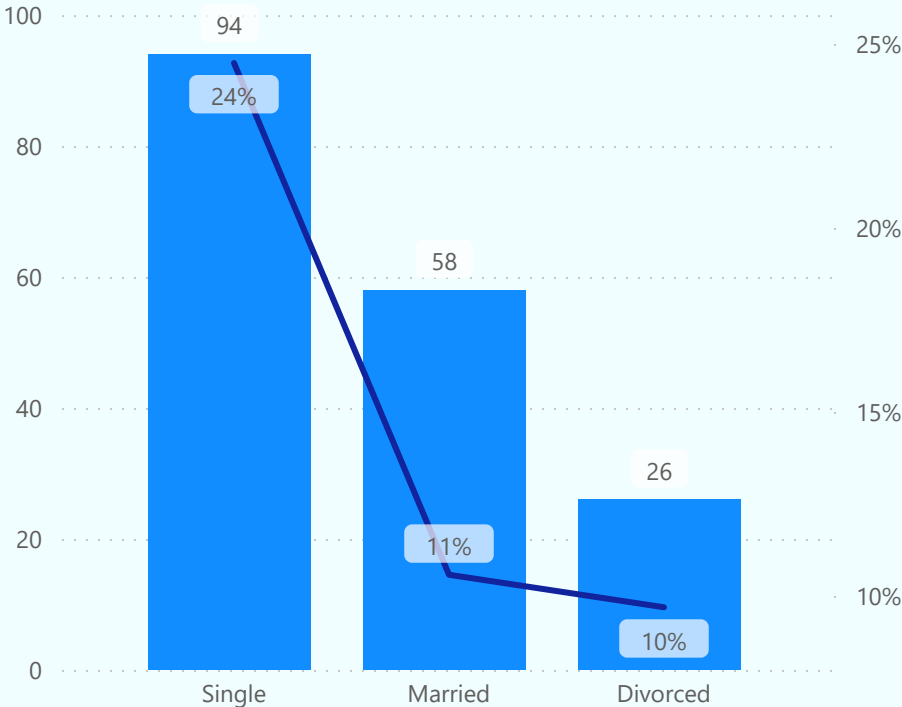
Contribution of Age Groups to Overall Attrition

Age group: Millenials, Gen Z, Gen X

- 16.29% (16.29%)
- 26.40% (26.4%)
- 57.30% (57.3%)
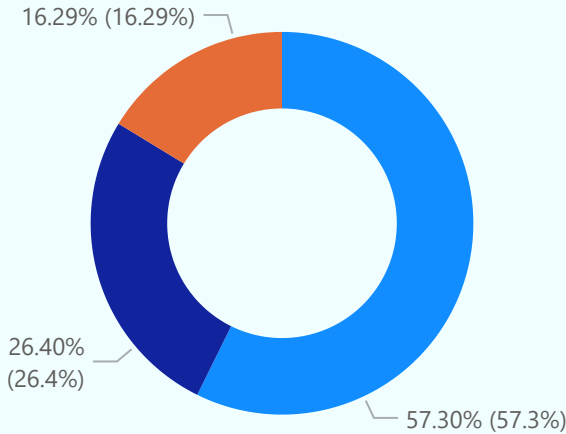
Attrition Analysis by Job-Related Factors

Attrition Rate by Department

19% Sales
15% Human Res...
14% Development
13% Research & Devel...
10% Data Science
6% Finance
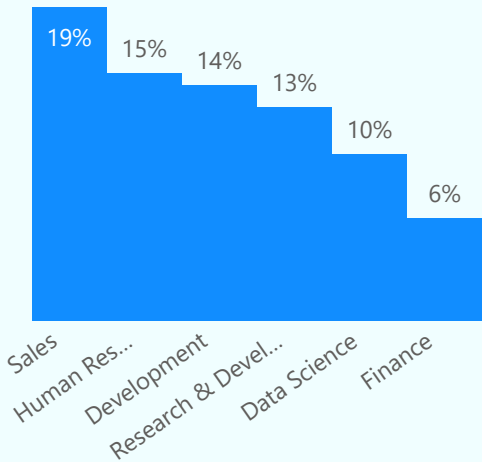
Attrition by Job Role

Role	Total Headcount	Active Employees	Attrition Rate ▼
Sales Representative	69	45	35%
Technical Architect	7	5	29%
Laboratory Technician	64	51	20%
Human Resources	45	37	18%
Developer	236	196	17%
Research Scientist	77	64	17%
Sales Executive	270	226	16%
Senior Developer	52	45	13%

Attrition Rate by Job Level and Gender

Female

25% 7% 13% 2% 10%

Male

25% 10% 15% 7%
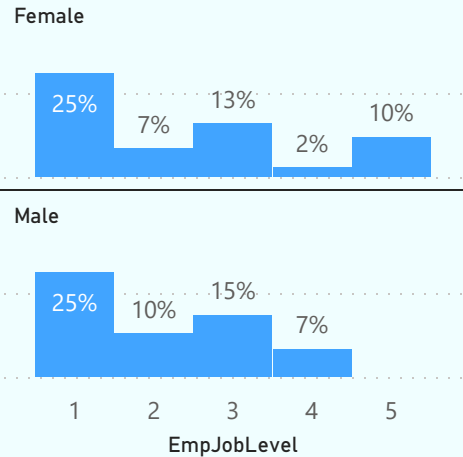
EmpJobLevel
1 2 3 4 5

Avg. Time (in Years) with Manager

● Active Employees   ● Departed Employees

	Active	Departed
Finance	4.67	0.67
Sales	4.57	3.24
Research ...	4.23	2.68
Developm...	4.20	2.51
Human Re...	4.26	1.75
Data Science	4.11	1.00
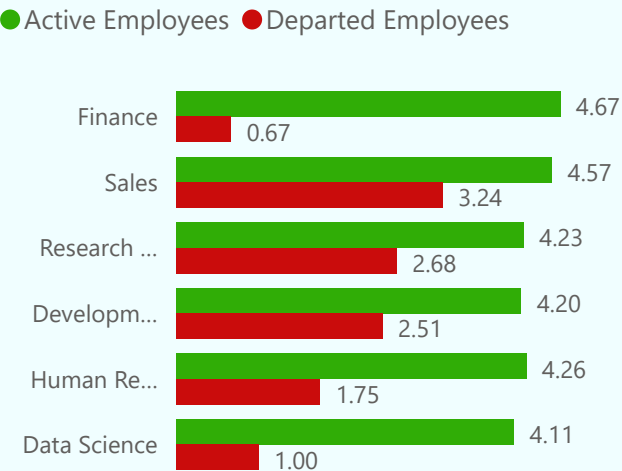
Attrition Rate by Job Level and Role

EmpJobRole	1	2	3	4	5	Total ▼
Sales Representative	38%					35%
Technical Architect	40%					29%
Laboratory Technician	22%	13%				20%
Human Resources	23%		33%			18%
Developer	29%	4%	15%			17%
Research Scientist	21%	5%				17%
Sales Executive		15%	19%	25%		16%
Senior Developer	23%		14%			13%
Senior Manager R&D	17%		25%			13%
Manager R&D	22%	9%	7%			13%
Data Scientist	25%					10%
Manufacturing Director		6%	18%			9%
Business Analyst			25%			6%
Finance Manager	15%					6%
Total	**25%**	**9%**	**14%**	**4%**	**4%**	**15%**

Overtime Conditions by Job Level

● Not working overtime   ● Working overtime

Job Level	Not working overtime	Working overtime
5		
4	4.92%	
3	9.92%	4.50%
2	25.92%	10.83%
1	26.50%	10.17%
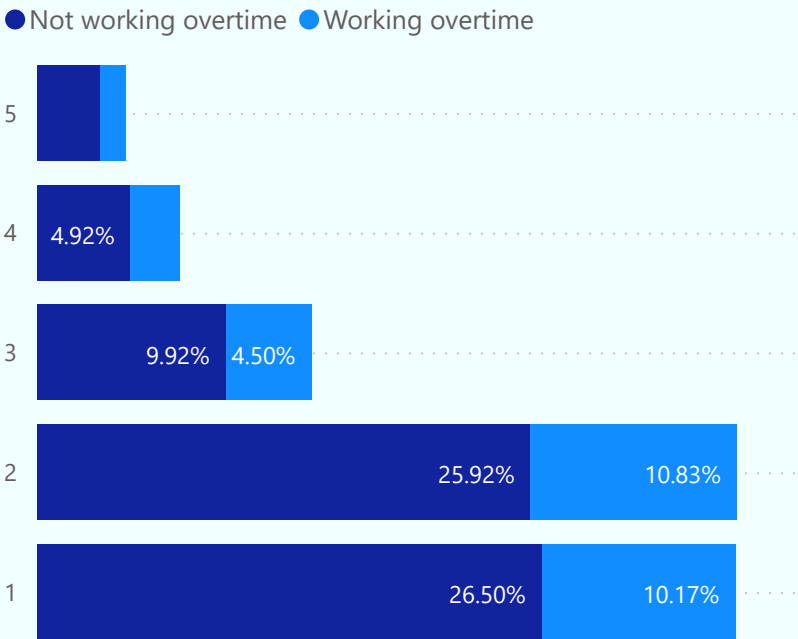
Impact of tenure (avg. number of years) on attrition

Active Employees

	Total work exp.	Exp. at INX	Exp. in current role
Boomers	19.78	8 / 4.67	
Gen X	18.81	9 / 5.12	
Gen Z	4.29	4 / 2.52	
Millenials	9.94	7 / 4.59	

Departed Employees

	Total work exp.	Exp. at INX	Exp. in current role
Boomers	15.90	10 / 4.79	
Gen X			
Gen Z	2.89	2 / 1.45	
Millenials	7.88	5 / 2.83	

● Total work exp.   ● Exp. at INX   ● Exp. in current role
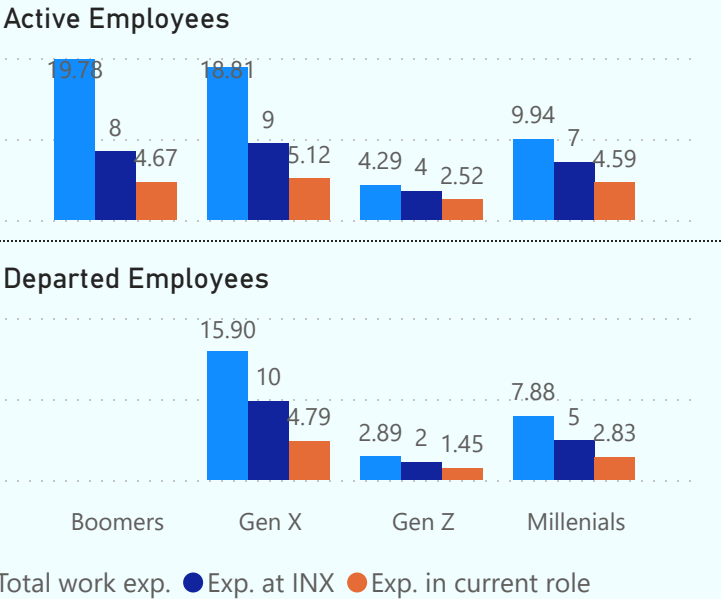
Attrition Analysis by Work and Compensation Factors

Attrition Rate by Distance From Home

- Very distant: 20%
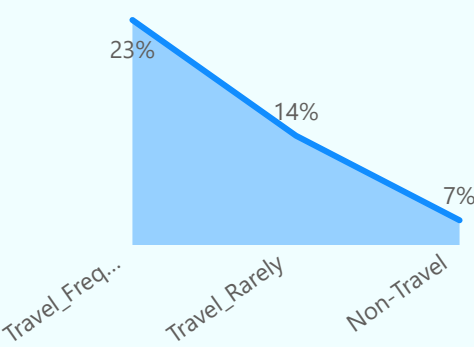- Distant: 15%
- Nearby: 13%
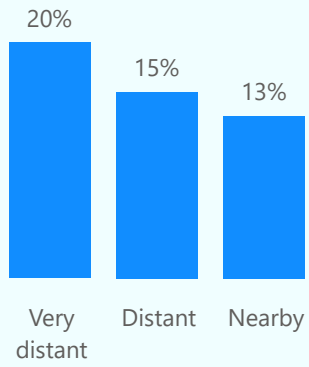
Average Distance from Home

Active Employees
8.95

Departed Employees
10.40

Attrition % by Business Travel Frequency

- Travel_Freq...: 23%
- Travel_Rarely: 14%
- Non-Travel: 7%

Overtime conditions by Age Groups

- ● Working overtime ● Not working overtime

Age Group	Not working overtime	Working overtime
Boomers	66.67%	33.33%
Gen X	66.78%	33.22%
Gen Z	70.15%	29.85%
Millenials	72.24%	27.76%

Overtime & Attrition

- ● Active Employees ● Departed Employees

	Active Employees	Departed Employees
Not working ...	90.32%	
Working overtime	72.80%	27.20%
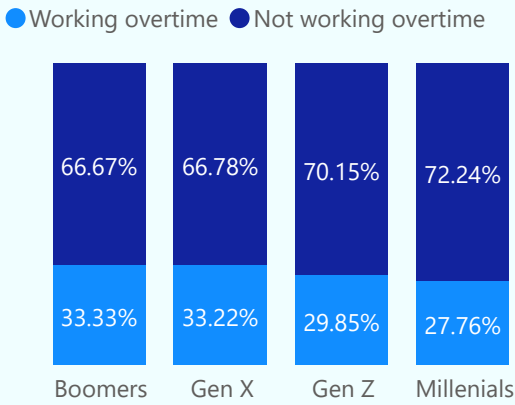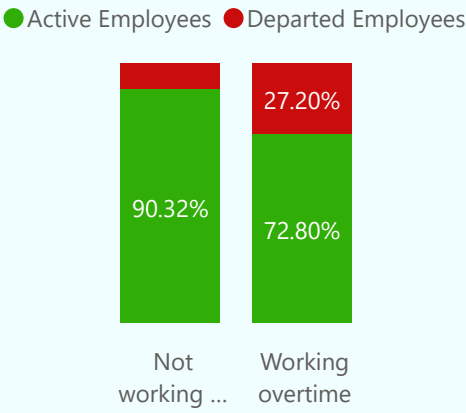
Attrition Rate by Overtime & Work Life Balance

Not working overtime

- 1 - Bad: 20%
- 2 - Good: 12%
- 3 - Better: 8%
- 4 - Best: 9%

Working overtime

- 1 - Bad: 42%
- 2 - Good: 27%
- 3 - Better: 25%
- 4 - Best: 34%

Employee Work Life Balance

Attrition Rate by Overtime

- ● Active Employees ● Departed Employees

Working overtime

	Boomers	Gen X	Gen Z	Millenials
Active	100.00%	84.16%	40.00%	73.21%
Departed			60.00%	26.79%

Not working overtime

	Boomers	Gen X	Gen Z	Millenials
Active	100.00%	93.60%	75.53%	91.54%
Departed			24.47%	
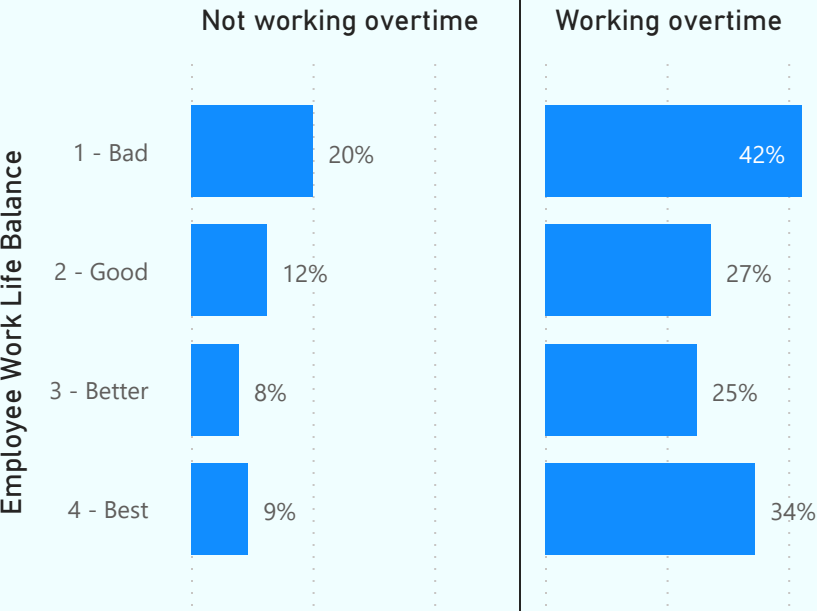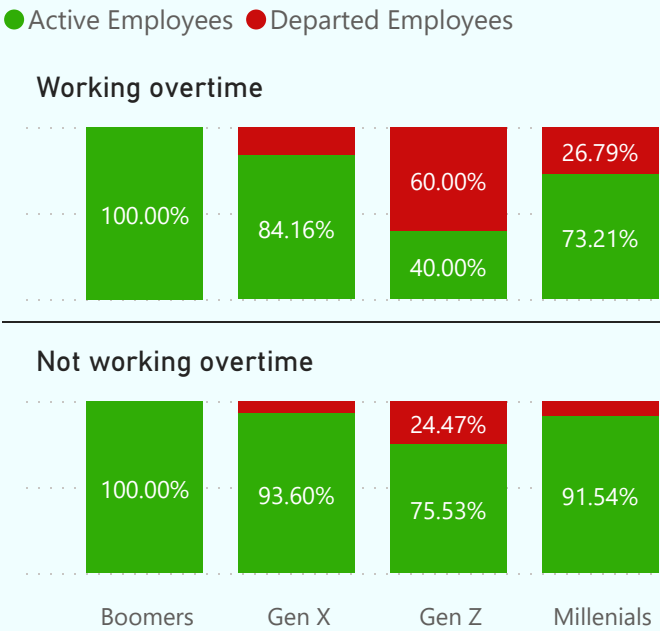
Attrition by Salary Hike & Age
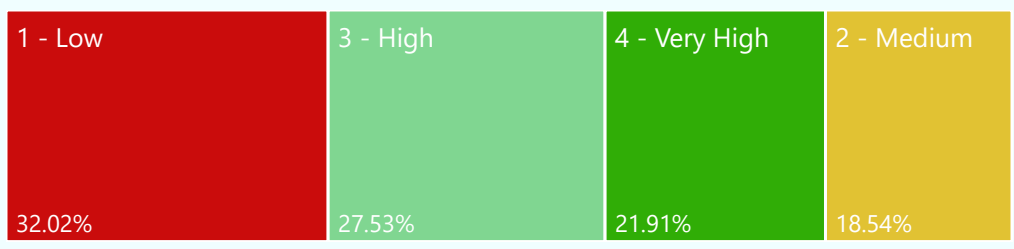
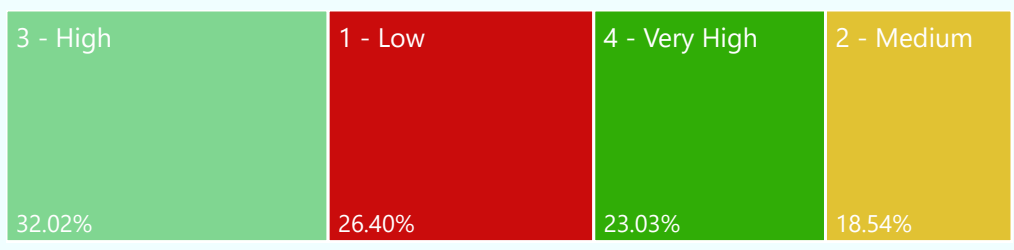- ● Active Employees ● Departed Employees

Age vs Last Salary Hike (in Percent)
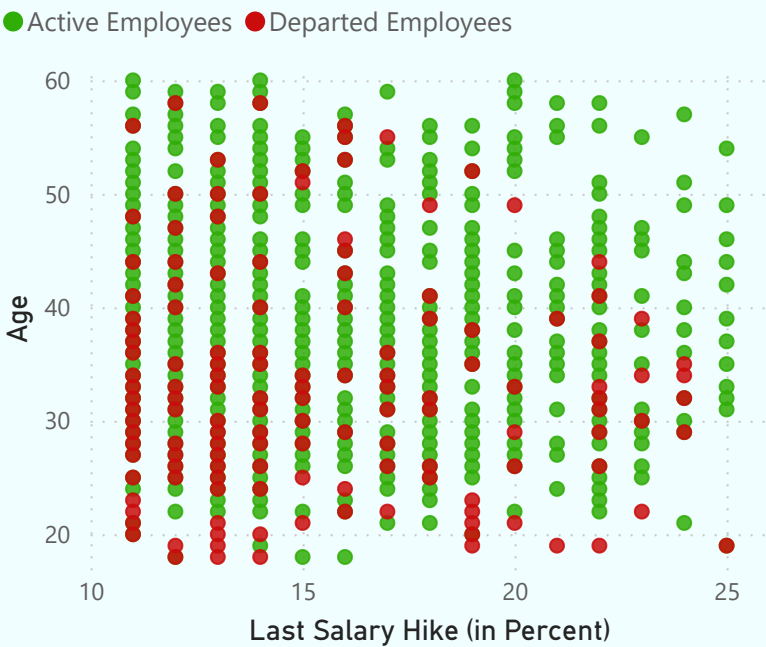
Attrition Analysis by Satisfaction Levels

How each satisfaction level within the variables contributes to the overall attrition rate

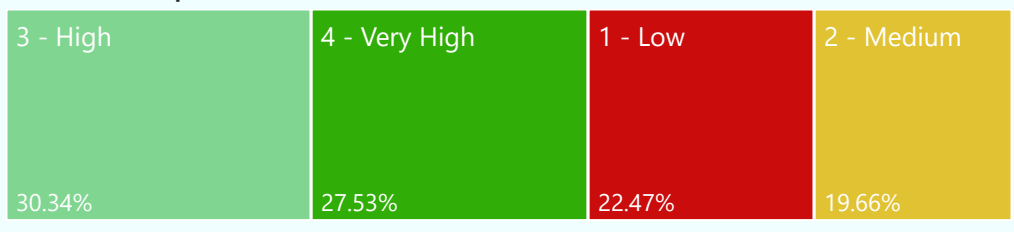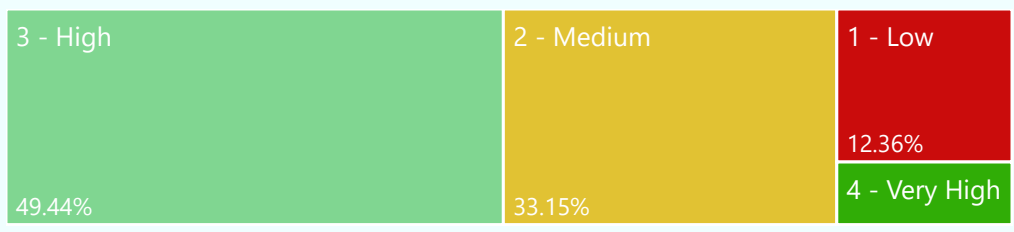How attrition rates vary among different satisfaction levels within each variable

Environment Satisfaction

1 - Low	3 - High	4 - Very High	2 - Medium
32.02%	27.53%	21.91%	18.54%

Job Satisfaction

3 - High	1 - Low	4 - Very High	2 - Medium
32.02%	26.40%	23.03%	18.54%

Relationship Satisfaction

3 - High	4 - Very High	1 - Low	2 - Medium
30.34%	27.53%	22.47%	19.66%

Job Involvement

3 - High	2 - Medium	1 - Low
49.44%	33.15%	12.36%
		4 - Very High

Environment Satisfaction

● Active Employees ● Departed Employees

	1 - Low	2 - Medium	3 - High	4 - Very High
Departed	24.78%	13.64%	13.35%	10.80%
Active	75.22%	86.36%	86.65%	89.20%

Job Satisfaction

● Active Employees ● Departed Employees

	1 - Low	2 - Medium	3 - High	4 - Very High
Departed	20.35%	13.92%	16.10%	10.85%
Active	79.65%	86.08%	83.90%	89.15%

Relationship Satisfaction

● Active Employees ● Departed Employees

	1 - Low	2 - Medium	3 - High	4 - Very High
Departed	18.26%	14.17%	14.25%	13.80%
Active	81.74%	85.83%	85.75%	86.20%

Job Involvement

● Active Employees ● Departed Employees

	1 - Low	2 - Medium	3 - High	4 - Very High
Departed	31.43%	20.07%	12.15%	8.04%
Active	68.57%	79.93%	87.85%	91.96%